



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND
ARLINGTON HALL STATION
ARLINGTON, VIRGINIA 2212-5000

REPLY TO
ATTENTION OF

IAPER-CP (690-500)

14 October 1987

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: INSCOM Memorandum #87-7: Implementing the Administration's Grade Rollback Program

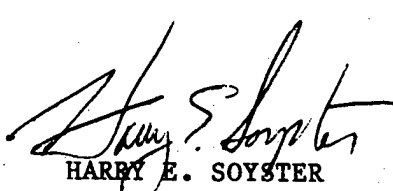
1. We are about to commence the fourth and final year of our FY 85-88 GS/GM 11-15 strength management program. Our goal in FY 88 is to reduce our GS/GM 11-15 population by 1.5 percent.
2. In order to achieve this OPM/OMB imposed goal for FY 88, I have decided to continue the grade rollback policy we initiated in 1985:

All vacant non-supervisory GS-11 and GS-12 positions will be filled at the GS-9 level or lower. These re-engineered positions will be advertised at the GS-9 level or lower with the condition that they may have promotion potential back to the full performance grade level. These positions should be reviewed annually for proper grading. This policy does not apply to the noncompetitive reassignment of INSCOM personnel from one job to another within the Command at the same grade level.

3. Any requests for exception to this mandatory INSCOM policy should be forwarded to this headquarters, ATTN: IAPER-CP through your servicing Civilian Personnel Office. Requests for exception must contain pertinent mission essential justification. These requests will be reviewed by the Position Management Officer Advisory Committee which convenes approximately once every six weeks. Committee recommendations are forwarded to the Chief of Staff (Command Position Management Officer) for final decision.

4. I appreciate your efforts in striving to accomplish the objectives of this Administration Program and look forward to your continued support in implementing an effective Command-wide Position Management Program.

5. This INSCOM Memorandum supersedes INSCOM Letter #86-7, subject as above, dated 23 September 1986.


HARRY E. SOYSTER
Major General, USA
Commanding

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